

## Report of Independent Accountants

To The Regents of the University of California:

We have examined compensation and other employment arrangements for certain University of California employees selected by The Regents of the University of California ("Selected Employees") as presented in the accompanying Schedule of Employee Compensation and Schedule of Other Employment Arrangements (collectively the "Schedules") for the period January 1, 1996 through December 31, 2005. The University's management is responsible for the Schedule of Employee Compensation and Schedule of Other Employment Arrangements. Our responsibility is to express an opinion based on our examination.

Our examination was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants and, accordingly, included examining, on a test basis, evidence supporting the University's Schedule of Employee Compensation and Schedule of Other Employment Arrangements and performing such other procedures as we considered necessary in the circumstances. We believe that our examination provides a reasonable basis for our opinion.

In our opinion, the Schedules referred to above present, in all material respects, compensation and other employment arrangements for the Selected Employees for the period January 1, 1996 through December 31, 2005, based on the criteria set forth in the notes to the Schedules.

*PricewaterhouseCoopers LLP*

April 21, 2006

**University of California**  
**Schedule of Employee Compensation**  
**For the period January 1, 1996 through December 31, 2005**

Name, Position, Tenure in Position	Year	Total Taxable Income	Cash Compensation											Imputed Income		
			Base Salary	Additional Salary	Automobile Allowance	Bonuses, Incentives, Awards and By Agreement Payments	Relocation Allowance	Temporary Housing Allowance	Senior Management Severance Pay Plan Distribution	Other Severance Pay	Terminal Vacation Pay	Honoraria	Taxable Moving Expenses	Life Insurance	Leased Automobile	Other Non-Cash Fringe Benefits
Chancellors																
Robert Berdahl Chancellor - UCB, 7/1/1997 - 11/15/2004 Sabbatical, 11/16/2004 - 12/31/2005	1997	\$ 95,979	\$ 93,400	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,087	\$ 306	\$ 186
	1998	243,989	236,900	-	-	-	-	-	-	-	-	-	-	6,449	640	-
	1999	285,315	275,250	-	-	-	-	-	-	-	-	-	-	6,336	3,729	-
	2000	304,102	296,217	-	-	-	-	-	-	-	-	-	-	4,612	3,273	-
	2001	312,793	305,816	-	-	-	-	-	-	-	-	-	-	4,805	2,173	-
	2002	323,299	311,680	-	-	-	-	-	-	-	-	-	-	8,705	2,914	-
	2003	328,339	315,600	-	-	-	-	-	-	-	-	-	-	9,606	2,733	400
	2004	327,821	315,600	-	-	-	-	-	-	-	-	-	-	9,632	2,589	-
	2005	317,727	317,727	-	-	-	-	-	-	-	-	-	-	-	-	-
Robert Birgeneau Chancellor - UCB, 10/1/2004 - Present	2004	67,539	65,000	-	-	1,486	-	-	-	-	-	-	-	1,053	-	-
	2005	504,284	391,667	-	-	8,916	-	97,500	-	-	-	-	-	6,201	-	-
J Michael Bishop Chancellor - UCSF, 7/1/1998 - Present	1998	123,141	122,383	-	-	-	-	-	-	-	-	-	-	758	-	-
	1999	333,373	325,250	-	-	-	-	-	-	-	-	-	200	7,446	477	-
	2000	342,717	336,950	-	-	-	-	-	-	-	-	-	-	5,291	476	-
	2001	358,140	347,850	-	-	-	-	-	-	-	-	-	-	9,701	589	-
	2002	365,609	354,483	-	-	-	-	-	-	-	-	-	-	10,754	371	-
	2003	370,204	358,900	-	-	-	-	-	-	-	-	-	-	10,917	387	-
	2004	371,407	358,900	-	-	-	-	-	-	-	-	1,000	-	10,942	565	-
	2005	371,813	360,416	-	-	-	-	-	-	-	-	-	-	10,942	454	-
Albert Carnesale Chancellor - UCLA, 7/1/1997 - Present	1997	98,594	92,792	-	-	3,715	-	-	-	-	-	-	-	2,087	-	-
	1998	252,686	237,508	-	-	8,916	-	-	-	-	-	-	-	6,262	-	-
	1999	289,291	275,250	-	-	8,916	-	-	-	-	-	-	-	5,125	-	-
	2000	309,615	296,217	-	-	8,916	-	-	-	-	-	-	-	4,483	-	-
	2001	323,258	305,817	-	-	8,916	-	-	-	-	-	-	-	8,526	-	-
	2002	330,048	311,683	-	-	8,916	-	-	-	-	-	-	-	9,449	-	-
	2003	334,122	315,600	-	-	8,916	-	-	-	-	-	-	-	9,606	-	-
	2004	334,148	315,600	-	-	8,916	-	-	-	-	-	-	-	9,632	-	-
	2005	334,148	315,600	-	-	8,916	-	-	-	-	-	-	-	9,632	-	-
Marsha Chandler Acting Chancellor - UCSD, 10/2/2003 - 8/15/2004 Sabbatical, 8/16/2004 - 8/15/2005	2003	48,206	35,433	11,103	-	1,486	-	-	-	-	-	-	-	183	-	-
	2004	291,814	212,600	68,100	-	8,916	-	-	-	-	-	-	-	2,198	-	-
	2005	215,877	161,076	48,114	-	6,687	-	-	-	-	-	-	-	-	-	-
Martin Chemers Acting Chancellor - UCSC, 4/1/2004 - 2/13/2005 Sabbatical, 2/14/2005 - 2/13/2006	2004	186,893	108,267	71,200	-	5,920	-	-	-	-	-	-	-	1,506	-	-
	2005	302,140	247,795	21,805	-	1,813	-	-	-	-	29,867	-	-	861	-	-
Ralph Cicerone Chancellor - UCI, 7/1/1998 - 6/29/2005	1998	91,573	89,758	-	-	-	-	-	-	-	-	-	-	374	1,441	-
	1999	245,959	239,000	-	-	-	-	-	-	-	-	-	-	3,229	3,730	-
	2000	268,807	261,867	-	-	-	-	-	-	-	-	-	-	2,649	4,291	-
	2001	278,526	271,650	-	-	-	-	-	-	-	-	-	-	2,788	4,088	-
	2002	282,790	276,600	-	-	-	-	-	-	-	-	-	-	2,850	3,340	-
	2003	287,334	281,383	-	-	-	-	-	-	-	-	-	-	4,186	1,765	-
	2004	287,240	280,700	-	-	-	-	-	-	-	-	-	-	4,451	2,089	-
	2005	361,198	162,677	-	-	-	-	-	-	152,492	-	42,144	-	2,967	917	-
France Cordova Chancellor - UCR, 7/1/2002 - Present	2002	115,797	111,167	-	-	3,715	-	-	-	-	-	-	-	915	-	-
	2003	280,895	269,200	-	-	8,916	-	-	-	-	-	-	-	2,780	-	-
	2004	280,670	269,200	-	-	8,916	-	-	-	-	-	-	-	2,554	-	-
	2005	282,036	270,333	-	-	8,916	-	-	-	-	-	-	-	2,786	-	-

The accompanying Notes are an integral part of these schedules.

**University of California**  
**Schedule of Employee Compensation (continued)**  
**For the period January 1, 1996 through December 31, 2005**

Name, Position, Tenure in Position	Year	Total Taxable Income	Cash Compensation											Imputed Income		
			Base Salary	Additional Salary	Automobile Allowance	Bonuses, Incentives, Awards and By Agreement Payments	Relocation Allowance	Temporary Housing Allowance	Senior Management Severance Pay Plan Distribution	Other Severance Pay	Terminal Vacation Pay	Honoraria	Taxable Moving Expenses	Life Insurance	Leased Automobile	Other Non-Cash Fringe Benefits
<b>Haile Debas</b> Chancellor - UCSF, 7/1/1997 - 6/30/1998	1997	168,185	\$ 104,792	\$ 60,417	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,976	\$ -	\$ -
	1998	240,359	151,375	84,584	-	-	-	-	-	-	-	-	-	4,400	-	-
<b>Denice Denton</b> Chancellor - UCSC, 2/14/2005 - Present	2005	295,124	218,854	-	7,143	16,113	21,885	-	-	-	-	-	-	745	-	30,383
<b>Michael Drake</b> VP-Health Affairs, 7/1/2000 - 6/30/2005 Chancellor - UCI, 7/1/2005 - Present	2000	155,661	109,386	42,302	3,715	-	-	-	-	-	-	-	-	258	-	-
	2001	348,068	268,347	70,805	8,916	-	-	-	-	-	-	-	-	-	-	-
	2002	352,176	272,455	70,805	8,916	-	-	-	-	-	-	-	-	-	-	-
	2003	356,539	276,818	70,805	8,916	-	-	-	-	-	-	-	-	-	-	-
	2004	357,166	306,947	41,303	8,916	-	-	-	-	-	-	-	-	-	-	-
	2005	391,924	351,500	-	8,916	-	30,000	-	-	-	-	-	-	1,508	-	-
<b>Marye Anne Fox</b> Chancellor - UCSD, 8/16/2004 - Present	2004	200,499	103,410	-	2,634	5,598	87,500	-	-	-	-	-	451	906	-	-
	2005	612,038	351,500	-	8,916	248,000	-	-	-	-	-	-	-	3,622	-	-
<b>Joseph Martin</b> Chancellor - UCSF, 7/1/1993 - 6/30/1997	1996	255,302	250,467	-	-	-	-	-	-	-	-	-	-	4,455	381	-
	1997	262,865	152,133	-	-	-	-	-	103,929	-	2,998	350	-	3,096	359	-
<b>Raymond Orbach</b> Chancellor - UCR, 7/1/1992 - 3/12/2002	1996	182,470	175,417	-	-	-	-	-	-	-	-	-	-	5,251	1,802	-
	1997	195,547	186,667	-	-	-	-	-	-	-	-	-	-	5,167	3,714	-
	1998	209,236	199,833	-	-	-	-	-	-	-	-	-	-	5,433	3,969	-
	1999	240,205	232,500	-	-	-	-	-	-	-	-	-	-	3,821	3,884	-
	2000	263,088	251,667	-	-	-	-	-	-	-	-	-	-	7,513	3,908	-
	2001	272,346	260,867	-	-	-	-	-	-	-	-	-	-	7,874	3,605	-
	2002	272,773	69,458	-	-	-	-	-	161,674	-	36,135	-	-	3,348	2,158	-
<b>Carol Tomlinson-Keasey</b> Chancellor - UCM, 8/1/1999 - Present	1999	80,101	76,667	-	2,972	-	-	-	-	-	-	-	-	462	-	-
	2000	248,114	236,667	-	8,916	-	-	-	-	-	-	-	-	2,531	-	-
	2001	256,436	245,000	-	8,916	-	-	-	-	-	-	-	-	2,520	-	-
	2002	262,004	250,717	-	8,916	-	-	-	-	-	-	-	-	2,371	-	-
	2003	267,135	254,217	-	8,916	-	-	-	-	-	-	-	-	4,002	-	-
	2004	266,539	253,600	-	8,916	-	-	-	-	-	-	-	-	4,023	-	-
	2005	266,539	253,600	-	8,916	-	-	-	-	-	-	-	-	4,023	-	-
<b>Larry Vanderhoef</b> Chancellor - UCD, 4/6/1994 - Present	1996	271,965	188,467	-	8,916	-	-	71,710	-	-	-	-	-	2,872	-	-
	1997	251,109	196,967	-	8,916	-	-	41,710	-	-	-	-	-	3,516	-	-
	1998	240,255	210,433	-	8,916	-	-	17,240	-	-	-	-	-	3,666	-	-
	1999	256,970	244,583	-	8,916	-	-	-	-	-	-	-	-	3,471	-	-
	2000	275,127	263,533	-	8,916	-	-	-	-	-	-	-	-	2,678	-	-
	2001	285,047	272,100	-	8,916	-	-	-	-	-	-	-	-	4,031	-	-
	2002	290,574	277,283	-	8,916	-	-	-	-	-	-	-	-	4,374	-	-
	2003	294,057	280,700	-	8,916	-	-	-	-	-	-	-	-	4,440	-	-
	2004	294,067	280,700	-	8,916	-	-	-	-	-	-	-	-	4,451	-	-
	2005	295,234	281,867	-	8,916	-	-	-	-	-	-	-	-	4,451	-	-
<b>Laurel Wilkening</b> Chancellor - UCI, 7/1/1993 - 6/30/1998	1996	190,035	186,406	-	-	-	-	-	-	-	-	-	-	-	3,629	-
	1997	199,232	196,300	-	-	-	-	-	-	-	-	-	-	-	2,932	-
	1998	177,565	119,842	-	-	-	-	-	53,425	-	2,101	-	-	-	2,197	-

The accompanying Notes are an integral part of these schedules.

**University of California**  
**Schedule of Employee Compensation (continued)**  
**For the period January 1, 1996 through December 31, 2005**

Name, Position, Tenure in Position	Year	Total Taxable Income	Cash Compensation											Imputed Income		
			Base Salary	Additional Salary	Automobile Allowance	Bonuses, Incentives, Awards and By Agreement Payments	Relocation Allowance	Temporary Housing Allowance	Senior Management Severance Pay Plan Distribution	Other Severance Pay	Terminal Vacation Pay	Honoraria	Taxable Moving Expenses	Life Insurance	Leased Automobile	Other Non-Cash Fringe Benefits
<b>Henry Yang</b> Chancellor - UCSB, 6/23/1994 - Present	1996	\$ 193,166	\$ 181,100	\$ -	\$ 8,916	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,150	\$ -	\$ -
	1997	207,821	195,650	-	8,916	-	-	-	-	-	-	-	-	3,255	-	-
	1998	219,494	207,017	-	8,916	-	-	-	-	-	-	-	-	3,561	-	-
	1999	253,577	241,250	-	8,916	-	-	-	-	-	-	-	-	3,411	-	-
	2000	276,317	263,533	-	8,916	-	-	-	-	-	-	-	-	3,868	-	-
	2001	284,398	271,200	-	8,916	-	-	-	-	-	-	-	-	4,282	-	-
	2002	289,890	276,600	-	8,916	-	-	-	-	-	-	-	-	4,374	-	-
	2003	294,057	280,700	-	8,916	-	-	-	-	-	-	-	-	4,440	-	-
	2004	294,067	280,700	-	8,916	-	-	-	-	-	-	-	-	4,451	-	-
	2005	297,495	280,700	-	8,916	-	-	-	-	-	-	-	-	7,879	-	-
<b>Charles Young</b> Chancellor - UCLA, 9/1/1968 - 6/30/1997	1996	274,039	214,467	-	8,916	-	-	41,710	-	-	-	-	-	8,946	-	-
	1997	343,055	129,908	-	5,201	-	-	24,331	158,207	-	17,998	-	-	7,409	-	-
<b>Karl Pister</b> Chancellor - UCSC, 4/1/1992 - 6/30/1996 Special Assistant to the President, 10/1/1996 - 6/30/2000	1996	172,350	101,092	-	5,201	-	-	-	58,089	-	7,968	-	-	-	-	-
	1997	84,089	84,089	-	-	-	-	-	-	-	-	-	-	-	-	-
	1998	73,180	72,180	-	-	-	-	-	-	-	-	1,000	-	-	-	-
	1999	72,180	72,180	-	-	-	-	-	-	-	-	-	-	-	-	-
	2000	48,792	42,105	-	6,687	-	-	-	-	-	-	-	-	-	-	-
<b>DOE Laboratory Directors</b>																
<b>Michael Anastasio</b> DOE Laboratory Director - LLNL, 6/4/2002 - Present	2002	137,158	131,542	-	3,715	-	-	-	-	-	-	-	-	1,902	-	-
	2003	352,590	340,217	-	8,916	-	-	-	-	-	-	-	-	3,457	-	-
	2004	362,768	350,250	-	8,916	-	-	-	-	-	-	-	-	3,602	-	-
	2005	372,144	359,533	-	8,916	-	-	-	-	-	-	-	-	3,695	-	-
<b>John Browne</b> DOE Laboratory Director - LANL, 11/3/1997 - 1/5/2003 DOE Laboratory Associate Director [at Large] - LANL, 1/6/2003 - 6/25/2003 Lab Associate Staff - LANL, 9/9/2003 - 9/2/2005	1997	38,349	36,500	-	1,486	-	-	-	-	-	-	-	-	363	-	-
	1998	250,416	238,851	-	8,916	-	-	-	-	-	-	-	-	2,650	-	-
	1999	280,101	267,504	-	8,916	-	-	-	-	-	-	-	-	3,682	-	-
	2000	293,943	282,158	-	8,916	-	-	-	-	-	-	-	-	2,869	-	-
	2001	311,882	299,913	-	8,916	-	-	-	-	-	-	-	-	3,053	-	-
	2002	334,216	320,299	-	8,916	-	-	-	-	-	-	-	-	5,001	-	-
	2003	390,615	151,912	-	-	-	-	-	194,831	-	41,662	-	-	2,209	-	-
	2004	14,254	14,254	-	-	-	-	-	-	-	-	-	-	-	-	-
	2005	5,345	5,345	-	-	-	-	-	-	-	-	-	-	-	-	-
	2006	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Steven Chu</b> DOE Laboratory Director - LBNL, 8/1/2004 - Present	2004	186,219	116,668	-	-	50,000	-	-	-	-	-	-	18,347	1,204	-	-
	2005	369,504	350,004	-	11,888	-	-	-	-	-	-	4,000	-	3,612	-	-
<b>Siegfried Hecker</b> DOE Laboratory Director - LANL, 1/15/1986 - 11/3/1997 Senior Fellow, Laboratory Fellow, Senior Advisor to the President and Director, Emeritus - LANL and Office of the President, 11/4/1997 - Present	1996	233,882	222,397	-	8,916	-	-	-	-	-	-	-	-	2,569	-	-
	1997	233,823	223,769	-	7,430	-	-	-	-	-	-	-	-	2,624	-	-
	1998	194,250	192,119	-	-	-	-	-	-	-	-	-	-	2,131	-	-
	1999	193,944	191,254	-	-	-	-	-	-	-	-	-	-	2,690	-	-
	2000	203,135	201,081	-	-	-	-	-	-	-	-	-	-	2,054	-	-
	2001	208,506	206,390	-	-	-	-	-	-	-	-	-	-	2,116	-	-
	2002	221,665	219,446	-	-	-	-	-	-	-	-	-	-	2,219	-	-
	2003	228,568	225,004	-	-	-	-	-	-	-	-	-	-	3,564	-	-
	2004	234,801	231,158	-	-	-	-	-	-	-	-	-	-	3,643	-	-
	2005	392,961	126,014	-	-	-	-	-	232,307	-	32,778	-	-	1,862	-	-
<b>Robert Kuckuck</b> Interim DOE Laboratory Director - LANL, 5/15/2005 - Present	2005	203,330	196,391	-	-	-	-	-	-	-	-	-	-	3,038	-	3,901
	2006	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

The accompanying Notes are an integral part of these schedules.

**University of California**  
**Schedule of Employee Compensation (continued)**  
**For the period January 1, 1996 through December 31, 2005**

Name, Position, Tenure in Position	Year	Total Taxable Income	Cash Compensation											Imputed Income		
			Base Salary	Additional Salary	Automobile Allowance	Bonuses, Incentives, Awards and By Agreement Payments	Relocation Allowance	Temporary Housing Allowance	Senior Management Severance Pay Plan Distribution	Other Severance Pay	Terminal Vacation Pay	Honoraria	Taxable Moving Expenses	Life Insurance	Leased Automobile	Other Non-Cash Fringe Benefits
<b>George Nanos</b>	2002	\$ 25,000	\$ -	\$ -	\$ -	\$ 25,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Interim DOE Laboratory Director - LANL, 1/6/2003 - 7/12/2003	2003	340,507	332,499	-	5,944	-	-	-	-	-	-	-	-	2,064	-	-
DOE Laboratory Director - LANL, 7/13/2003 - 5/15/2005	2004	364,577	352,062	-	8,916	-	-	-	-	-	-	-	-	3,600	-	-
Principal Deputy Associate Director - LANL, 5/16/2005 - Present	2005	322,059	286,989	-	2,972	-	26,462	-	-	-	-	-	-	5,636	-	-
<b>Charles Shank</b>	1996	212,050	202,846	-	8,916	-	-	-	-	-	-	-	-	288	-	-
DOE Laboratory Director - LBNL, 9/1/1989 - 7/31/2004	1997	224,675	215,451	-	8,916	-	-	-	-	-	-	-	-	308	-	-
DOE Laboratory Associate Director [at Large] - LBNL, 8/1/2004 - 12/31/2004	1998	237,526	228,333	-	8,916	-	-	-	-	-	-	-	-	277	-	-
Sabbatical, 1/1/2005 - 12/31/2005	1999	271,420	262,138	-	8,916	-	-	-	-	-	-	-	-	366	-	-
	2000	288,322	279,166	-	8,916	-	-	-	-	-	-	-	-	240	-	-
	2001	308,523	299,338	-	8,916	-	-	-	-	-	-	-	-	269	-	-
	2002	321,531	312,342	-	8,916	-	-	-	-	-	-	-	-	273	-	-
	2003	334,166	324,470	-	8,916	-	-	-	-	-	-	-	-	780	-	-
	2004	352,504	338,266	-	8,916	-	-	-	-	-	-	-	-	5,322	-	-
	2005	344,916	336,000	-	8,916	-	-	-	-	-	-	-	-	-	-	-
<b>C. Bruce Tarter</b>	1996	218,016	209,100	-	8,916	-	-	-	-	-	-	-	-	-	-	-
Acting DOE Laboratory Director- LLNL, 5/1/94 to 12/6/94	1997	230,916	222,000	-	8,916	-	-	-	-	-	-	-	-	-	-	-
DOE Laboratory Director - LLNL, 12/7/1994 - 6/30/2002	1998	244,216	235,300	-	8,916	-	-	-	-	-	-	-	-	-	-	-
DOE Laboratory Associate Director [at Large] - LLNL, 7/1/2002 - 1/5/2004	1999	280,399	271,483	-	8,916	-	-	-	-	-	-	-	-	-	-	-
Special Assistant to the Director in the Director's Office - LLNL, 2/9/2004 - 2/8/2005	2000	274,916	266,000	-	8,916	-	-	-	-	-	-	-	-	-	-	-
Director, Emeritus - LLNL, 2/9/2005 - Present	2001	293,233	284,317	-	8,916	-	-	-	-	-	-	-	-	-	-	-
	2002	307,200	302,742	-	4,458	-	-	-	-	-	-	-	-	-	-	-
	2003	272,500	272,500	-	-	-	-	-	-	-	-	-	-	-	-	-
	2004	383,243	147,421	-	-	-	-	-	203,195	-	32,627	-	-	-	-	-
	2005	129,065	129,065	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Medical Center Directors</b>																
<b>David Callender</b>	2004	316,567	249,040	-	4,224	-	52,000	10,670	-	-	-	-	34	600	-	-
Medical Center Director - UCLA, 7/1/2004 - Present	2005	610,145	518,951	-	8,916	41,600	39,000	-	-	-	-	-	238	1,440	-	-
<b>Robert Chason</b>	1999	219,994	117,867	48,800	-	51,000	-	-	-	-	-	-	-	2,327	-	-
Interim Medical Center Director - UCSD, 12/1/1998 - 7/11/1999	2002	357,906	222,081	61,917	7,430	64,420	-	-	-	-	-	-	-	2,059	-	-
Medical Center Director - UCD, 2/1/2002 - Present	2003	463,962	363,231	25,317	8,916	61,500	-	-	-	-	-	-	-	4,998	-	-
	2004	507,104	410,000	-	8,916	82,000	-	-	-	-	-	-	-	6,188	-	-
	2005	496,669	411,717	-	8,916	69,700	-	-	-	-	-	-	-	6,336	-	-
<b>Ralph Cygan</b>	2000	209,667	178,542	28,750	1,486	-	-	-	-	-	-	-	-	889	-	-
Medical Center Director - UCI, 4/15/2000 - 1/31/2006	2001	409,036	316,050	35,117	8,916	47,250	-	-	-	-	-	-	-	1,703	-	-
	2002	436,805	321,300	35,700	8,916	67,830	-	-	-	-	-	-	-	3,059	-	-
	2003	433,575	354,667	8,633	8,916	57,984	-	-	-	-	-	-	-	3,375	-	-
	2004	437,153	362,400	-	8,916	62,151	-	-	-	-	-	-	-	3,686	-	-
	2005	486,922	362,400	-	8,916	111,860	-	-	-	-	-	-	-	3,746	-	-
<b>Michael Karpf</b>	1996	382,685	275,541	40,029	8,173	-	56,000	-	-	-	-	-	-	2,755	-	187
Medical Center Director - UCLA, 10/1/1995 - 10/31/2003	1997	394,320	291,400	39,100	8,916	44,176	7,000	-	-	-	-	-	-	3,728	-	-
	1998	419,572	298,313	57,470	8,916	44,365	7,000	-	-	-	-	-	-	3,364	-	144
	1999	413,265	312,217	45,000	8,916	44,432	-	-	-	-	-	-	-	2,634	-	67
	2000	409,856	323,683	45,000	8,916	28,962	-	-	-	-	-	-	-	3,295	-	-
	2001	527,412	400,349	46,000	8,916	68,460	-	-	-	-	-	-	-	3,686	-	-
	2002	517,322	437,680	-	8,916	66,712	-	-	-	-	-	-	-	4,014	-	-
	2003	727,367	406,175	-	8,173	63,198	-	-	167,600	-	78,093	-	-	4,128	-	-

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**University of California**  
**Schedule of Employee Compensation (continued)**  
**For the period January 1, 1996 through December 31, 2005**

Name, Position, Tenure in Position	Year	Total Taxable Income	Cash Compensation											Imputed Income		
			Base Salary	Additional Salary	Automobile Allowance	Bonuses, Incentives, Awards and By Agreement Payments	Relocation Allowance	Temporary Housing Allowance	Senior Management Severance Pay Plan Distribution	Other Severance Pay	Terminal Vacation Pay	Honoraria	Taxable Moving Expenses	Life Insurance	Leased Automobile	Other Non-Cash Fringe Benefits
<b>Sumiyo Kastelic</b> Acting Medical Center Director - UCSD, 12/9/1996 - 3/31/1998 Medical Center Director - UCSD, 4/1/1998 - 6/27/2003	1996	\$ 5,610	\$ 5,610	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	1997	225,217	146,769	49,535	9,088	17,350	-	-	-	-	-	-	-	2,476	-	-
	1998	244,690	190,146	13,085	8,916	27,144	-	-	-	-	-	-	-	5,399	-	-
	1999	248,965	207,706	-	8,919	29,409	-	-	-	-	-	-	-	2,931	-	-
	2000	254,069	217,337	-	8,918	25,640	-	-	-	-	-	-	-	2,174	-	-
	2001	353,390	295,973	-	8,916	45,988	-	-	-	-	-	-	-	2,513	-	-
	2002	399,475	330,221	-	8,916	55,526	-	-	-	-	-	-	-	4,812	-	-
	2003	386,592	187,906	-	452	25,238	-	-	143,182	-	26,269	-	-	3,546	-	-
<b>Mark Laret</b> Medical Center Director - UCI, 8/28/1995 - 4/13/2000 Medical Center Director - UCSF, 4/14/2000 - Present	1996	201,160	193,200	-	-	-	-	-	-	-	-	-	-	783	7,177	-
	1997	270,130	227,025	-	-	34,290	-	-	-	-	-	-	-	811	8,005	-
	1998	291,441	243,817	-	-	38,365	-	-	-	-	-	-	-	952	8,307	-
	1999	300,833	268,733	-	-	22,729	-	-	-	-	-	-	-	1,361	8,010	-
	2000	441,058	376,839	-	-	40,000	-	14,092	-	-	-	-	-	1,212	8,915	-
	2001	470,695	419,924	-	-	42,000	-	-	-	-	-	-	-	1,440	7,331	-
	2002	488,519	427,562	-	-	55,640	-	-	-	-	-	-	-	1,440	3,877	-
	2003	505,139	449,388	-	-	47,784	-	-	-	-	-	-	-	1,440	6,527	-
<b>Richard Liekweg</b> Medical Center Director - UCSD, 3/24/2003 - Present	2003	476,392	331,661	-	6,858	17,943	108,750	5,707	-	-	-	-	4,832	640	-	-
	2004	517,767	433,326	-	8,916	74,564	-	-	-	-	-	-	-	960	-	-
	2005	508,182	434,579	-	8,916	63,727	-	-	-	-	-	-	-	960	-	-
<b>Frank Loge</b> Medical Center Director - UCD, 6/16/1987 - 11/30/1998	1996	219,136	207,667	-	9,378	-	-	-	-	-	-	-	-	2,091	-	-
	1997	300,272	241,083	-	8,916	47,600	-	-	-	-	-	-	-	2,673	-	-
	1998	331,023	275,000	-	8,916	44,000	-	-	-	-	-	-	-	3,107	-	-
	1999	150,139	-	-	-	-	-	-	101,412	-	48,727	-	-	-	-	-
<b>Martha Marsh</b> Medical Center Director - UCD, 7/12/1999 - 2/28/2002	1999	240,335	128,750	-	3,479	25,000	82,500	-	-	-	-	-	-	607	-	-
	2000	414,354	337,617	-	8,916	66,000	-	-	-	-	-	-	-	1,822	-	-
	2001	463,018	376,950	-	8,916	75,140	-	-	-	-	-	-	-	2,012	-	-
	2002	158,203	95,800	-	2,229	-	-	-	47,436	-	12,039	-	-	699	-	-
<b>William Kerr</b> Medical Center Director - UCSF, 7/1/1977 - 3/23/1997	1996	288,172	278,952	-	-	-	-	-	-	-	-	-	-	3,034	6,186	-
	1997	187,376	86,279	-	-	-	-	-	94,910	-	-	-	-	3,610	2,577	-
<b>Principal Officers of the Regents</b>																
<b>Marie Berggren</b> Interim Treasurer & Interim VP-Investments, 7/8/2005 - Present	2005	284,729	102,292	13,294	-	168,260	-	-	-	-	-	-	-	884	-	-
<b>James Holst</b> General Counsel-VP Legal Affairs, 12/1/1985 - Present	1996	219,660	206,483	-	-	-	-	-	-	-	-	-	-	3,672	9,505	-
	1997	238,906	225,567	-	-	-	-	-	-	-	-	-	-	3,972	9,367	-
	1998	266,487	250,833	-	1,013	-	-	-	-	-	-	-	-	6,522	8,118	-
	1999	272,859	259,500	-	-	-	-	-	-	-	-	-	-	6,155	7,204	-
	2000	281,234	269,167	-	-	-	-	-	-	-	-	-	-	4,558	7,509	-
	2001	293,186	280,933	-	-	-	-	-	-	-	-	-	-	4,401	7,852	-
	2002	298,465	285,600	-	-	-	-	-	-	-	-	-	-	4,514	8,351	-
	2003	307,378	290,617	-	-	-	-	-	-	-	-	-	-	8,121	8,640	-
	2004	306,836	289,900	-	1,132	-	-	-	-	-	-	-	-	8,839	6,965	-
	2005	308,122	290,367	-	8,916	-	-	-	-	-	-	-	-	8,839	-	-

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**University of California**  
**Schedule of Employee Compensation (continued)**  
**For the period January 1, 1996 through December 31, 2005**

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			Base Salary	Additional Salary	Automobile Allowance	Bonuses, Incentives, Awards and By Agreement Payments	Relocation Allowance	Temporary Housing Allowance	Senior Management Severance Pay Plan Distribution	Other Severance Pay	Terminal Vacation Pay	Honoraria	Taxable Moving Expenses	Life Insurance	Leased Automobile	Other Non-Cash Fringe Benefits
<b>David Russ</b> Treasurer & VP-Investments, 6/1/2001 - 7/8/2005	2001	\$ 211,120	\$ 137,500	\$ -	\$ 4,458	\$ -	\$ 68,750	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 413	\$ -	\$ -
	2002	294,427	275,000	-	8,916	-	-	8,181	-	-	-	-	1,340	990	-	-
	2003	347,329	279,783	-	8,916	57,200	-	-	-	-	-	-	-	1,430	-	-
	2004	416,670	279,100	-	8,916	127,113	-	-	-	-	-	-	-	1,541	-	-
	2005	508,143	187,764	-	5,201	214,199	-	-	61,882	-	37,938	-	-	1,159	-	-
<b>Patricia Small</b> Treasurer & VP-Investments, 8/7/1996 - 12/31/2000 Treasurer & VP-Investments (former), 1/1/2001 - 5/31/2002	1996	84,726	81,233	-	2,972	-	-	-	-	-	-	-	-	521	-	-
	1997	259,160	247,525	-	8,916	-	-	-	-	-	-	-	-	2,719	-	-
	1998	269,957	258,100	-	8,916	-	-	-	-	-	-	-	-	2,941	-	-
	1999	277,264	265,833	-	8,916	-	-	-	-	-	-	-	-	2,515	-	-
	2000	284,338	229,100	-	5,201	-	-	-	-	47,200	-	-	-	2,837	-	-
	2001	378,225	-	-	1,486	48,827	-	-	-	284,852	40,146	-	-	2,914	-	-
	2002	400,277	-	-	-	-	-	-	179,405	182,679	36,187	-	-	2,006	-	-
<b>Patricia Trivette</b> Secretary, 11/1/1993 - Present	1996	116,844	107,183	-	8,916	-	-	-	-	-	-	-	-	745	-	-
	1997	121,665	111,975	-	8,916	-	-	-	-	-	-	-	-	774	-	-
	1998	126,952	116,783	-	8,916	-	-	-	-	-	-	-	-	1,253	-	-
	1999	131,960	121,900	-	8,916	-	-	-	-	-	-	-	-	1,144	-	-
	2000	134,269	124,579	-	8,916	-	-	-	-	-	-	-	-	774	-	-
	2001	147,121	137,450	-	8,916	-	-	-	-	-	-	-	-	755	-	-
	2002	144,319	134,632	-	8,916	-	-	-	-	-	-	-	-	771	-	-
	2003	152,066	141,800	-	8,916	-	-	-	-	-	-	-	-	1,350	-	-
	2004	152,182	141,800	-	8,916	-	-	-	-	-	-	-	-	1,465	-	-
	2005	152,182	141,800	-	8,916	-	-	-	-	-	-	-	-	1,465	-	-
<b>Herbert Gordon</b> Treasurer & VP-Investments, 1/1/1978 - 8/6/1996	1996	302,006	168,208	-	-	-	-	-	80,623	-	41,589	-	-	5,365	6,221	-
<b>Office of the President</b>																
<b>Richard Atkinson</b> President, 10/1/1995 - 10/1/2003 Former President, 10/2/2003 - 12/31/2003	1996	257,446	245,133	-	-	-	-	-	-	-	-	-	-	12,298	-	15
	1997	265,801	254,150	-	-	-	-	-	-	-	-	-	-	11,651	-	-
	1998	284,706	271,400	-	-	-	-	-	-	-	-	-	-	13,306	-	-
	1999	336,675	315,300	-	-	-	-	-	-	-	-	-	-	21,375	-	-
	2000	355,755	339,267	-	-	-	-	-	-	-	-	-	-	16,488	-	-
	2001	367,472	350,267	-	-	-	-	-	-	-	-	-	-	17,205	-	-
	2002	374,576	356,983	-	-	-	-	-	-	-	-	-	-	17,592	-	-
	2003	379,662	361,400	-	-	-	-	-	-	-	-	-	-	17,856	406	-
	2004	385,615	30,117	-	-	-	-	-	322,534	-	29,981	-	-	2,983	-	-
<b>William Baker</b> VP-University & External Relations, 10/1/1983 - 5/31/1997	1996	197,959	187,533	-	-	-	-	-	-	-	-	-	-	5,261	5,165	-
	1997	188,797	96,850	-	-	-	-	-	72,244	-	13,544	-	-	3,145	3,013	-
<b>Anne Broome</b> VP-Financial Management, 2/1/1998 - Present	1998	154,283	145,367	-	7,430	-	-	-	-	-	-	-	-	1,486	-	-
	1999	199,181	187,633	-	8,916	-	-	-	-	-	-	-	-	2,632	-	-
	2000	213,102	201,967	-	8,916	-	-	-	-	-	-	-	-	2,220	-	-
	2001	219,551	208,500	-	8,916	-	-	-	-	-	-	-	-	2,135	-	-
	2002	223,639	212,534	-	8,916	-	-	-	-	-	-	-	-	2,190	-	-
	2003	245,815	215,200	19,475	8,916	-	-	-	-	-	-	-	-	2,224	-	-
	2004	248,839	215,200	21,500	8,916	-	-	-	-	-	-	-	-	3,223	-	-
	2005	249,315	215,200	21,500	8,916	-	-	-	-	-	-	-	-	3,699	-	-

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**For the period January 1, 1996 through December 31, 2005**

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			Base Salary	Additional Salary	Automobile Allowance	Bonuses, Incentives, Awards and By Agreement Payments	Relocation Allowance	Temporary Housing Allowance	Senior Management Severance Pay Plan Distribution	Other Severance Pay	Terminal Vacation Pay	Honoraria	Taxable Moving Expenses	Life Insurance	Leased Automobile	Other Non-Cash Fringe Benefits
<b>Bruce Darling</b> VP-University & External Relations, 11/1/1996 - 5/8/2000 Sr. VP-University & External Relations, 5/9/2000 - 5/6/2002 Sr. VP-University Affairs, 5/7/2002 - Present	1996	\$ 17,017	\$ 15,833	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 558	\$ -	\$ 626
	1997	202,486	190,633	-	9,659	-	-	-	-	-	-	-	962	1,231	-	-
	1998	209,118	198,833	-	8,916	-	-	-	-	-	-	-	-	1,369	-	-
	1999	218,022	207,917	-	8,916	-	-	-	-	-	-	-	-	1,189	-	-
	2000	234,358	224,583	-	8,916	-	-	-	-	-	-	-	-	859	-	-
	2001	245,538	235,783	-	8,916	-	-	-	-	-	-	-	-	839	-	-
	2002	256,854	246,693	-	8,916	-	-	-	-	-	-	-	-	1,245	-	-
	2003	335,880	269,000	56,501	8,916	-	-	-	-	-	-	-	-	1,463	-	-
	2004	279,407	269,000	-	8,916	-	-	-	-	-	-	-	-	1,490	-	-
	2005	279,407	269,000	-	8,916	-	-	-	-	-	-	-	-	1,490	-	-
<b>Winston Doby</b> VP-Educational Outreach, 1/1/2002 - Present	2002	264,677	193,950	-	8,173	-	-	59,205	-	-	-	-	-	3,237	-	113
	2003	266,790	214,200	-	8,916	-	-	39,900	-	-	-	-	-	3,395	-	379
	2004	267,531	214,200	-	8,916	-	-	39,900	-	-	-	-	-	3,406	-	1,109
	2005	269,243	214,200	-	8,916	-	-	39,900	-	-	-	-	-	6,029	-	198
<b>Robert Dynes</b> Chancellor - UCSD, 7/1/1996 - 10/1/2003 President, 10/2/2003 - Present	1996	83,723	79,417	-	3,715	-	-	-	-	-	-	-	-	591	-	-
	1997	209,133	196,967	-	8,916	-	-	-	-	-	-	-	-	3,251	-	-
	1998	223,015	210,433	-	8,916	-	-	-	-	-	-	-	-	3,666	-	-
	1999	256,970	244,583	-	8,916	-	-	-	-	-	-	-	-	3,471	-	-
	2000	275,119	263,533	-	8,916	-	-	-	-	-	-	-	-	2,669	-	-
	2001	283,806	272,100	-	8,916	-	-	-	-	-	-	-	-	2,790	-	-
	2002	290,324	277,283	-	8,916	-	-	-	-	-	-	-	-	4,124	-	-
	2003	318,206	299,339	-	6,687	-	-	-	-	-	-	-	-	4,963	-	7,217
	2004	426,661	395,000	-	9,659	-	-	-	-	-	-	-	-	6,273	-	15,729
	2005	410,189	395,000	-	8,916	-	-	-	-	-	-	-	-	6,273	-	-
<b>S. Robert Foley</b> VP-Laboratory Management, 11/1/2003 - Present	2003	73,104	29,242	-	-	-	43,863	-	-	-	-	-	-	-	-	-
	2004	421,032	350,900	-	8,916	-	43,863	-	-	-	-	-	-	17,353	-	-
	2005	387,469	361,200	-	8,916	-	-	-	-	-	-	-	-	17,353	-	-
<b>W.R. Gomes</b> VP-Agriculture Natural Resources, 9/1/1995 - Present	1996	192,881	176,167	-	-	-	12,000	-	-	-	-	-	-	3,150	1,564	-
	1997	195,725	182,608	-	-	-	8,000	-	-	-	-	-	-	3,270	1,847	-
	1998	196,694	190,417	-	-	-	-	-	-	-	-	-	-	4,995	1,282	-
	1999	205,682	198,667	-	-	-	-	-	-	-	-	-	-	4,676	2,339	-
	2000	216,323	213,233	-	-	-	-	-	-	-	-	-	-	1,399	1,690	-
	2001	225,246	220,133	-	-	-	-	-	-	-	-	-	-	3,464	1,649	-
	2002	235,036	224,367	-	6,475	-	-	-	-	-	-	-	-	3,538	657	-
	2003	242,499	227,200	-	8,916	-	-	-	-	-	-	-	-	6,383	-	-
	2004	243,065	227,200	-	8,916	-	-	-	-	-	-	-	-	6,949	-	-
	2005	243,065	227,200	-	8,916	-	-	-	-	-	-	-	-	6,949	-	-
<b>Manuel Gomez</b> Interim VP-Educational Outreach, 5/14/2001 - 12/31/2001	2001	125,778	93,867	25,886	4,910	-	-	-	-	-	-	-	-	1,115	-	-
	2002	18,260	13,600	3,917	743	-	-	-	-	-	-	-	-	-	-	-

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**For the period January 1, 1996 through December 31, 2005**

Name, Position, Tenure in Position	Year	Total Taxable Income	Cash Compensation											Imputed Income		
			Base Salary	Additional Salary	Automobile Allowance	Bonuses, Incentives, Awards and By Agreement Payments	Relocation Allowance	Temporary Housing Allowance	Senior Management Severance Pay Plan Distribution	Other Severance Pay	Terminal Vacation Pay	Honoraria	Taxable Moving Expenses	Life Insurance	Leased Automobile	Other Non-Cash Fringe Benefits
<b>M.R.C. Greenwood</b> Chancellor - UCSC, 7/1/1996 - 3/31/2004 Provost & Sr. VP-Academic Affairs, 4/1/2004 - 11/4/2005 Sabbatical, 11/5/2005 - 12/31/2005	1996	\$ 76,549	\$ 72,167	\$ -	\$ 3,715	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 668	\$ -	\$ -
	1997	194,387	183,467	-	8,916	-	-	-	-	-	-	-	-	2,004	-	-
	1998	209,267	197,167	-	8,916	-	-	-	-	-	-	-	-	3,184	-	-
	1999	244,688	232,500	-	8,916	-	-	-	-	-	-	-	-	3,272	-	-
	2000	263,127	251,667	-	8,916	-	-	-	-	-	-	-	-	2,544	-	-
	2001	271,591	260,000	-	8,916	-	-	-	-	-	-	-	-	2,675	-	-
	2002	278,344	266,735	-	8,916	-	-	-	-	-	-	-	-	2,694	-	-
	2003	282,128	269,199	-	8,916	-	-	-	-	-	-	-	-	4,013	-	-
	2004	500,235	343,067	-	8,916	-	125,000	17,950	-	-	-	-	-	5,302	-	-
	2005	389,622	374,671	-	8,916	-	-	-	-	-	-	-	-	6,035	-	-
<b>William Gurtner</b> VP-Clinical Services Development, 1/3/1996 - Present	1996	276,689	270,833	-	-	-	-	-	-	-	-	-	-	2,808	2,947	101
	1997	410,626	325,833	-	-	75,000	-	-	-	-	-	-	-	5,499	4,171	123
	1998	421,589	337,000	-	-	75,000	-	-	-	-	-	-	-	6,015	3,574	-
	1999	435,636	351,833	-	-	75,000	-	-	-	-	-	-	-	5,325	3,233	245
	2000	456,579	378,200	-	-	75,000	-	-	-	-	-	-	-	1,617	1,762	-
	2001	470,256	389,200	-	-	75,000	-	-	-	-	-	-	-	4,001	2,055	-
	2002	471,667	389,200	-	-	75,000	-	-	-	-	-	-	-	5,819	1,648	-
	2003	481,524	395,967	-	-	75,000	-	-	-	-	-	-	-	6,178	4,380	-
	2004	480,162	395,000	-	-	75,000	-	-	-	-	-	-	-	6,257	3,905	-
	2005	484,465	395,000	-	-	75,000	-	-	-	-	-	-	-	6,273	762	-
<b>Lawrence Hershman</b> VP-Budget, 2/1/1998 - Present	1998	143,250	133,700	-	7,430	-	-	-	-	-	-	-	-	2,120	-	-
	1999	190,532	177,500	-	8,916	-	-	-	-	-	-	-	-	4,116	-	-
	2000	203,804	191,667	-	8,916	-	-	-	-	-	-	-	-	3,221	-	-
	2001	212,738	200,667	-	8,916	-	-	-	-	-	-	-	-	3,155	-	-
	2002	216,656	204,517	-	8,916	-	-	-	-	-	-	-	-	3,223	-	-
	2003	221,838	207,100	-	8,916	-	-	-	-	-	-	-	-	5,822	-	-
	2004	222,356	207,100	-	8,916	-	-	-	-	-	-	-	-	6,340	-	-
<b>Cornelius Hopper</b> VP-Health Affairs, 1/1/1983 - 1/2/2000	2005	222,356	207,100	-	8,916	-	-	-	-	-	-	-	-	6,340	-	-
	1996	199,775	185,533	-	8,916	-	-	-	-	-	-	-	-	5,195	-	131
	1997	206,943	192,342	-	8,916	-	-	-	-	-	-	-	-	5,359	-	327
	1998	215,976	200,500	-	8,916	-	-	-	-	-	-	-	-	5,579	-	981
	1999	224,008	206,000	-	8,916	-	-	-	-	-	-	-	-	8,220	-	872
<b>Wyatt Hume</b> VP-Health Affairs, 9/1/2005 - 11/6/2005 VP-Health Affairs, Acting Provost & Sr. VP-Academic Affairs, 11/7/2005 - Present	2000	136,089	21,256	-	920	-	-	-	111,556	-	788	-	-	1,570	-	-
	2005	112,007	73,750	-	2,229	-	24,583	9,000	-	-	-	-	1,666	779	-	-
				-		-										
				-		-										
				-		-										
<b>V. Wayne Kennedy</b> Sr. VP-Business and Finance, 6/1/1993 - 8/31/2000 Senior Associate to the President, 9/1/2000 - 4/1/2001 Reappointed Senior Associate to the President, 5/1/2001 - 4/30/2003 Special Advisor to Laboratory Management, 5/1/2003 - Present	1996	215,040	195,583	-	8,916	-	7,031	-	-	-	-	-	-	3,510	-	-
	1997	216,244	203,683	-	8,916	-	-	-	-	-	-	-	-	3,645	-	-
	1998	227,155	212,667	-	8,916	-	-	-	-	-	-	-	-	5,573	-	-
	1999	240,825	226,667	-	8,916	-	-	-	-	-	-	-	-	5,243	-	-
	2000	273,272	260,000	-	8,916	-	-	-	-	-	-	-	-	4,356	-	-
	2001	288,897	124,583	-	2,972	-	-	-	140,698	-	18,927	-	-	1,716	-	-
	2002	65,000	65,000	-	-	-	-	-	-	-	-	-	-	-	-	-
	2003	65,000	65,000	-	-	-	-	-	-	-	-	-	-	-	-	-
	2004	65,000	65,000	-	-	-	-	-	-	-	-	-	-	-	-	-
	2005	65,000	65,000	-	-	-	-	-	-	-	-	-	-	-	-	-
				-		-										

The accompanying Notes are an integral part of these schedules.

**University of California**  
**Schedule of Employee Compensation (continued)**  
**For the period January 1, 1996 through December 31, 2005**

Name, Position, Tenure in Position	Year	Total Taxable Income	Cash Compensation											Imputed Income		
			Base Salary	Additional Salary	Automobile Allowance	Bonuses, Incentives, Awards and By Agreement Payments	Relocation Allowance	Temporary Housing Allowance	Senior Management Severance Pay Plan Distribution	Other Severance Pay	Terminal Vacation Pay	Honoraria	Taxable Moving Expenses	Life Insurance	Leased Automobile	Other Non-Cash Fringe Benefits
<b>C. Judson King</b> Interim Provost & Sr. VP-Academic Affairs, 8/1/1995 - 3/14/1996 Provost & Sr. VP-Academic Affairs, 3/15/1996 - 7/25/2003 Reappointed Provost & Sr. VP-Academic Affairs, 9/2/2003 - 3/31/2004	1996	\$ 205,722	\$ 187,021	\$ 3,220	\$ 7,622	-	-	-	-	-	-	-	-	\$ 4,521	\$ 3,339	\$ -
	1997	217,240	204,683	-	-	-	-	-	-	-	-	-	-	5,597	6,959	-
	1998	227,129	213,667	-	-	-	-	-	-	-	-	-	-	5,939	7,523	-
	1999	245,293	227,833	-	-	-	-	-	-	-	-	-	-	8,811	8,648	-
	2000	280,822	263,667	-	-	-	-	-	-	-	-	-	-	8,443	8,712	-
	2001	289,430	272,900	-	-	-	-	-	-	-	-	-	-	8,265	8,265	-
	2002	294,902	278,100	-	-	-	-	-	-	-	-	-	-	8,448	8,354	-
	2003	480,985	252,983	-	2,229	-	-	-	177,998	-	33,823	-	-	7,859	6,094	-
	2004	112,583	93,867	-	2,972	-	-	-	-	-	10,826	-	-	4,918	-	-
<b>John McTague</b> VP-Laboratory Management, 6/1/2001 - 1/5/2003	2001	156,438	150,000	-	4,458	-	-	-	-	-	-	-	-	1,980	-	-
	2002	337,951	324,283	-	8,916	-	-	-	-	-	-	-	-	4,752	-	-
	2003	90,209	56,283	-	872	-	-	-	27,638	-	2,906	-	-	2,509	-	-
<b>Joseph Mullinix</b> Sr. VP-Business and Finance, 7/1/2000 - Present	2000	97,919	92,000	-	2,972	-	2,250	-	-	-	-	-	-	697	-	-
	2001	351,176	282,933	-	8,916	30,000	26,438	-	-	-	-	-	-	2,890	-	-
	2002	351,207	288,317	-	8,916	30,000	19,688	-	-	-	-	-	-	4,287	-	-
	2003	352,260	325,792	-	8,916	-	12,938	-	-	-	-	-	-	4,615	-	-
	2004	410,494	350,000	-	8,916	40,000	6,188	-	-	-	-	-	-	5,391	-	-
	2005	384,460	350,000	-	8,916	20,000	-	-	-	-	-	-	-	5,544	-	-
<b>Alex M. Saragoza</b> VP-Educational Outreach, 7/1/2000 - 6/30/2001	2000	98,588	84,503	-	3,715	10,000	-	-	-	-	-	-	-	370	-	-
	2001	173,263	120,750	-	743	-	-	-	-	34,500	15,862	-	-	756	651	-
<b>Other Selected Employees</b>																
<b>Celeste Rose</b> Assistant VP for University Relations, 11/1/1992 - 8/5/1997 Vice Chancellor for University Relations - UCD, 7/1/1998 - 6/30/2005 Senior Advisor to the Chancellor - UCD, 7/1/2005 - Present	1996	126,203	125,333	-	-	-	-	-	-	-	-	-	-	870	-	-
	1997	120,356	87,361	-	-	-	-	-	32,097	-	-	-	-	899	-	-
	1998	96,508	70,000	-	3,715	-	16,800	5,000	-	-	-	-	-	993	-	-
	1999	192,433	168,983	-	8,916	-	12,600	1,000	-	-	-	-	-	934	-	-
	2000	194,697	174,950	-	8,916	1,530	8,400	-	-	-	-	-	-	901	-	-
	2001	194,906	180,800	-	8,916	-	4,200	-	-	-	-	-	-	989	-	-
	2002	194,196	184,267	-	8,916	-	-	-	-	-	-	-	-	1,013	-	-
	2003	196,545	186,600	-	8,916	-	-	-	-	-	-	-	-	1,029	-	-
	2004	196,548	186,600	-	8,916	-	-	-	-	-	-	-	-	1,032	-	-
	2005	251,248	194,267	-	5,201	-	-	-	-	50,000	-	-	-	1,780	-	-

The accompanying Notes are an integral part of these schedules.

**University of California**  
**Schedule of Other Employment Arrangements**  
**For the period January 1, 1996 through December 31, 2005**

Name	Last Selected Position Held	Travel Insurance	Home Loan Programs	University-Provided Housing	Senior Management Severance Pay Plan	Separation Arrangements	Post-Separation Employment	Supplemental Retirement	Specialized Health Benefits	Sabbatical Benefits	Supplemental Vacation
<b>Chancellors</b>											
Robert Berdahl	Chancellor - UCB	•	•	•	•					•	•
Robert Birgeneau	Chancellor - UCB	•		•	•			•	•	•	•
J Michael Bishop	Chancellor - UCSF	•		•						•	
Albert Carnesale	Chancellor - UCLA	•		•	•					•	•
Marsha Chandler	Acting Chancellor - UCSD	•	•							•	•
Martin Chemers	Acting Chancellor - UCSC	•			•					•	
Ralph Cicerone	Chancellor - UCI	•		•	•					•	
France Cordova	Chancellor - UCR	•		•	•					•	•
Haile Debas	Chancellor - UCSF	•		•	•					•	
Denice Denton	Chancellor - UCSC	•		•	•				•	•	•
Michael Drake	Chancellor - UCI	•		•	•					•	
Marye Anne Fox	Chancellor - UCSD	•		•						•	•
Joseph Martin	Chancellor - UCSF	•	•	•	•					•	
Raymond Orbach	Chancellor - UCR	•		•	•					•	
Carol Tomlinson-Keasey	Chancellor - UCM	•		•	•					•	
Larry Vanderhoef	Chancellor - UCD	•		•	•					•	
Laurel Wilkening	Chancellor - UCI	•		•	•					•	
Henry Yang	Chancellor - UCSB	•		•	•					•	
Charles Young	Chancellor - UCLA	•	•	•	•			•		•	
Karl Pister	Chancellor - UCSC	•		•	•		•	•		•	
<b>DOE Laboratory Directors</b>											
Michael Anastasio	DOE Laboratory Director - LLNL	•			•						
John Browne	DOE Laboratory Director - LANL	•			•		•				
Steven Chu	DOE Laboratory Director - LBNL	•	•		•			•		•	•
Siegfried Hecker	DOE Laboratory Director - LANL	•			•		•				
Robert Kuckuck	Interim DOE Laboratory Director - LANL	•									
George Nanos	DOE Laboratory Director - LANL	•			•	•	•				
Charles V. Shank	DOE Laboratory Director - LBNL	•			•		•			•	
C. Bruce Tarter	DOE Laboratory Director - LLNL	•			•		•				

- Indicates employee is entitled to this benefit.

The accompanying Notes are an integral part of these schedules.

**University of California**  
**Schedule of Other Employment Arrangements (continued)**  
**For the period January 1, 1996 through December 31, 2005**

Name	Last Selected Position Held	Travel Insurance	Home Loan Programs	University-Provided Housing	Senior Management Severance Pay Plan	Separation Arrangements	Post-Separation Employment	Supplemental Retirement	Specialized Health Benefits	Sabbatical Benefits	Supplemental Vacation
<b>Medical Center Directors</b>											
David Callender	Medical Center Director - UCLA	●			●						●
Robert Chason	Medical Center Director - UCD	●			●						
Ralph Cygan	Medical Center Director - UCI	●			●						
Michael Karpf	Medical Center Director - UCLA	●	●		●					●	
Sumiyo Kastelic	Medical Center Director - UCSD	●			●						
Mark Laret	Medical Center Director - UCSF	●	●		●						
Richard Liekweg	Medical Center Director - UCSD	●			●	●					
Frank Loge	Medical Center Director - UCD	●			●			●			
Martha Marsh	Medical Center Director - UCD	●			●						
William Kerr	Medical Center Director - UCSF	●			●						
<b>Principal Officers of the Regents</b>											
Marie Berggren	Interim Treasurer & Interim VP-Investments	●			●						●
James Holst	General Counsel-VP Legal Affairs	●			●						
David Russ	Treasurer & VP-Investments	●	●		●						●
Patricia Small	Treasurer & VP-Investments	●			●	●					
Patricia Trivette	Secretary	●			●						
Herbert Gordon	Treasurer & VP-Investments	●			●						
<b>Office of the President</b>											
Richard Atkinson	President	●		●	●		●			●	
William Baker	VP-University & External Relations	●			●						
Anne Broome	VP-Financial Management	●			●						
Bruce Darling	Sr. VP-University Affairs	●	●		●						
Winston Doby	VP-Educational Outreach	●	●		●						
Robert Dynes	President	●		●	●					●	
S. Robert Foley	VP-Laboratory Management	●	●		●						
W.R. Gomes	VP-Agriculture Natural Resources	●	●		●					●	
Manuel Gomez	Interim VP-Educational Outreach	●			●						
M.R.C. Greenwood	Provost & Sr. VP-Academic Affairs	●	●	●	●	●				●	
William Gurtner	VP-Clinical Services Development	●	●		●						
Lawrence Hershman	VP-Budget	●			●						
Cornelius Hopper	VP-Health Affairs	●			●						
Wyatt Hume	VP-Health Affairs, Acting Provost, & Sr. VP-Academic Affairs	●			●						●
V. Wayne Kennedy	Sr. VP-Business and Finance	●	●		●		●				
C. Judson King	Provost & Sr. VP-Academic Affairs	●			●					●	
John McTague	VP-Laboratory Management	●			●					●	●
Joseph Mullinix	Sr. VP-Business and Finance	●			●						●
Alex M. Saragoza	VP-Educational Outreach	●				●				●	
<b>Other Selected Employees</b>											
Celeste Rose	Vice Chancellor - UCD	●	●		●	●	●		●		

● Indicates employee is entitled to this benefit.

The accompanying Notes are an integral part of these schedules.

**University of California**  
**Notes to the Schedule of Employee Compensation and**  
**the Schedule of Other Employment Arrangements**  
**For the period January 1, 1996 through December 31, 2005**

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**I. Basis of Presentation**

The compensation and benefits in the accompanying Schedule of Employee Compensation and Schedule of Other Employment Arrangements (the "Schedules") of the University of California (the "University") have been prepared in accordance with the criteria outlined below.

The Schedules include certain employees selected for inclusion by The Regents ("Selected Employees"). The Selected Employees generally include individuals who hold or have held one of the top 32 senior management positions or another selected position for at least six months during the period January 1, 1996 through December 31, 2005. Selected positions include the President, Chancellors, Department of Energy Laboratory Directors, Provost and Senior Vice President, Senior Vice Presidents, Vice Presidents, Medical Center Directors, and Principal Officers of The Regents and one Vice Chancellor ("Selected Positions").

The Schedule of Employee Compensation is presented on a cash basis for each calendar year and includes amounts reported on the Selected Employees' Form W-2 for tax reporting purposes with respect to their appointment in one or more of the Selected Positions. The Schedule of Other Employment Arrangements indicates other benefits received by or promised in the future to Selected Employees. Compensation and benefits received by Selected Employees related to administrative positions (non-faculty) held after the completion of their tenure in a Selected Position are also included in the Schedules. These amounts include administrative leave and sabbatical, if taken, during or directly after the employee's tenure in a Selected Position.

The Schedules exclude medical, dental, vision, disability and similar benefits available to all career employees of the University. The Schedules further exclude the career employee retirement benefits provided under the University of California Retirement Plan (UCRP); the University of California Retirement Savings Program that includes three defined contribution plans and the University of California 415(m)-Restoration Plan. The Schedules exclude payments to or on behalf of Selected Employees related to the reimbursement of business expenses not reported as income for tax reporting purposes such as travel, entertainment, business use of memberships and professional education expenses. Finally, the Schedules exclude arrangements that do not accrue directly to the individual such as research funds, administrative funds and maintenance of University-provided housing.

**University of California**  
**Notes to the Schedule of Employee Compensation and**  
**the Schedule of Other Employment Arrangements**  
**For the period January 1, 1996 through December 31, 2005**

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**II. Criteria**

**A. Schedule of Employee Compensation**

The Schedule of Employee Compensation includes cash compensation and imputed income reported on the Selected Employee's Form W-2 for the calendar year.

**Total Taxable Income** – The sum of all cash compensation and imputed income reflected on the Schedule of Employee Compensation. Certain reconciling items such as non-taxable contributions to a retirement savings program and income not related to the employee's appointment in a Selected Position must be considered to agree total taxable income to the Selected Employee's Form W-2.

**1. Cash Compensation**

Cash compensation includes the following:

**Base Salary** – The salary or regular pay received by the employee for performing regular duties. Base salary includes merit increases, promotional raises, equity increases, retroactive pay, sabbatical pay (Robert Berdahl, Marsha Chandler, Martin Chemers, Charles Shank and M.R.C. Greenwood) and administrative leave with pay (Charles Shank, Sumiyo Kastelic, Richard Atkinson and M.R.C. Greenwood). Martin Chemers' base salary included an administrative stipend during his sabbatical leave.

**Additional Salary** – The salary or administrative stipend received by the employee, generally for performing additional duties on a temporary basis. University policy provides for administrative stipends of up to 15% of an employee's base salary. Marsha Chandler, Martin Chemers, Robert Chason, Ralph Cygan, Sumiyo Kastelic, Bruce Darling and Manuel Gomez received stipends in excess of 15% of their respective base salaries. Marsha Chandler continued to receive an administrative stipend while on sabbatical leave. Additional salary also includes compensation related to the Health Science Compensation Plan which requires the employee to have a 50% faculty appointment. Michael Drake, Ralph Cygan and Michael Karpf received this compensation without holding a 50% faculty appointment.

**Automobile Allowance** – An automobile benefit in the form of a monthly cash payment made directly to employees holding certain senior management positions, generally not to exceed \$8,916 per year. Martin Chemers, Sumiyo Kastelic, George Nanos and Manuel Gomez received automobile allowances while holding a Selected Position in an acting capacity. Marsha Chandler, Karl Pister and Charles Shank received automobile allowances after the completion of their tenure in a Selected Position or while on sabbatical.

**University of California**  
**Notes to the Schedule of Employee Compensation and**  
**the Schedule of Other Employment Arrangements**  
**For the period January 1, 1996 through December 31, 2005**

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**Bonuses, Incentives, Awards and By Agreement Payments** – A one-time cash payment made to the employee. Amounts include compensation related to the Clinical Enterprise Management Recognition Plan (David Callender, Robert Chason, Ralph Cygan, Michael Karpf, Sumiyo Kastelic, Mark Laret, Richard Liekweg, Frank Loge and Martha Marsh), Treasurer's Annual Incentive Plan (Marie Berggren and David Russ), payment of supplemental leave not taken (Patricia Small), Non-Base Building Incentive Plan (William Gurtner and Joseph Mullinix), signing bonus (Steven Chu and George Nanos), pay for work performed prior to employment in a Selected Position (Denice Denton, Marye Anne Fox and Alex Saragoza), payment of sabbatical benefits earned at a former employer (Marye Anne Fox) and Employee Recognition Award (Celeste Rose).

**Relocation Allowance** – An allowance for relocation-related cost of living increases. University policy provides for relocation allowances of up to 25% of an employee's base salary paid as a lump sum or in installments over a period of up to four years. M.R.C. Greenwood received a relocation allowance in excess of the maximum provided under policy. George Nanos received a relocation allowance related to removal expenses.

**Temporary Housing Allowance** – An allowance for temporary housing or the reimbursement of temporary housing expenses. University policies authorize payment for temporary living expenses incurred for a period of 30 consecutive days. David Callender, Mark Laret, Richard Liekweg, Winston Doby, David Russ, M.R.C. Greenwood, Wyatt Hume and Celeste Rose received compensation for temporary housing in excess of 30 days. Larry Vanderhoef and Charles Young received temporary housing allowances when the University-provided houses at the Davis and Los Angeles campuses, respectively, were unsuitable or uninhabitable. Charles Young received continued allowances after the Chancellor's house at the Los Angeles campus was renovated and until his retirement.

**Senior Management Severance Pay Plan (SMSPP) Distribution** – The payment of tax-deferred benefits earned by the employee based upon a formula using appointment level grade and base salary for each year of qualifying service plus accrued interest on the balance. This lump sum payment was made to the employee upon separation from the University.

**Other Severance Pay** – The payment of severance other than SMSPP pay. The following Selected Employees received other severance pay: Patricia Small (payments for transitional expense not limited to career counseling, outplacement service and assistance and continuation of present salary as severance payment on an installment basis including annual increases), Alex Saragoza (two months severance pay) and Celeste Rose (transition expenses including employment placement services).

**University of California**  
**Notes to the Schedule of Employee Compensation and**  
**the Schedule of Other Employment Arrangements**  
**For the period January 1, 1996 through December 31, 2005**

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**Terminal Vacation Pay** – Payment of an employee's accrued and unused vacation balance upon separation from the University.

**Honoraria** – A payment made in recognition of a special service or distinguished achievement, such as a speaking engagement. University policies prohibit a senior manager who is appointed at 100% from receiving additional compensation from the University for any work or services including honoraria unless for teaching University extension courses. J. Michael Bishop, Joseph Martin, Karl Pister and Steven Chu received honoraria from the University, which did not relate to teaching University extension courses.

**Taxable Moving Expenses** – Reimbursement of taxable expenses associated with the relocation of an employee. Moving expenses that were not considered income to the employee under tax reporting requirements are excluded.

## **2. Imputed Income**

Imputed income includes the following:

**Life Insurance** – The University's policy is to provide senior managers with life insurance equal to two times the employee's annual salary. The Schedule of Employee Compensation includes a pro-rata share of imputed income reported on the Form W-2 during the employee's tenure as a Selected Employee. Certain individuals received supplemental life insurance (Haile Debas and Michael Karpf) and imputed income related to these benefits is included in the Schedule of Employee Compensation.

**Leased Automobile** – In lieu of an automobile allowance, employees may elect to be provided with a leased automobile of American manufacture, including insurance coverage for the vehicle and a credit card for vehicle operating expenses. The Schedule of Employee Compensation includes imputed income reported on the Selected Employee's Form W-2 related to personal use of a University-provided leased automobile.

**Other Non-Cash Fringe Benefits** – The Schedule of Employee Compensation includes imputed income reported on a Selected Employee's Form W-2 related to other taxable benefits provided by the University to the employee including personal improvements to a University-provided house (Denice Denton), personal use of University-provided house (Robert Dynes), spouse travel (Robert Kuckuck), personal travel (Winson Doby and Bruce Darling) and dues related to the personal use of memberships (Robert Berdahl, William Gurtner and Cornelius Hopper).

**University of California**  
**Notes to the Schedule of Employee Compensation and**  
**the Schedule of Other Employment Arrangements**  
**For the period January 1, 1996 through December 31, 2005**

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**B. Schedule of Other Employment Arrangements**

The Schedule of Other Employment Arrangements consists of perquisites and future benefits received by or promised to Selected Employees, which may or may not be included in an employee's taxable compensation, in accordance with IRS regulations. Such perquisites and future benefits include the following:

**Travel Insurance** – The University's policy is to pay premiums for group accidental death insurance coverage of \$250,000 for senior managers. The Schedule of Other Employment Arrangements indicates a Selected Employee received travel insurance if the University paid premiums on their behalf at any time during the period January 1, 1996 through December 31, 2005. Los Alamos National Laboratory paid premiums for group accidental death insurance coverage of \$100,000, although John Browne, Robert Kuckuck and George Nanos were promised coverage of \$250,000.

**Home Loan Programs** – The University provides Mortgage Origination Program (MOP) and Supplemental Home Loan Program (SHLP) loans to eligible senior managers and faculty. MOP loans are available for terms up to 40 years at maximum original amounts of 85% to 90% of property value. MOP loans bear interest at variable rates and the maximum annual adjustment of the interest rate, upwards or downwards, is one percent. Eligible employees include full-time University appointees who are senior managers or members of the Academic Senate or hold an equivalent title. SHLP loans may be used in conjunction with the MOP loans or conventional financing to reduce the cash down payment required to as low as five percent of the original purchase price of the property. The Schedule of Other Employment Arrangements indicates a Selected Employee participated in the Home Loan Programs if such a MOP or SHLP loan was outstanding for more than five days at any time during the period January 1, 1996 through December 31, 2005. The following Selected Employees were identified as having both home loans and University-provided housing: Robert Berdahl (loan was granted six months prior to the end of the employee's appointment as Chancellor), Joseph Martin (loan was granted prior to the employee's appointment as Chancellor), Charles Young (loan was granted while the employee was receiving a temporary housing allowance in lieu of University-provided housing) and M.R.C. Greenwood (loans were granted before and after the employee's tenure as Chancellor). Winston Doby was granted a loan while receiving a temporary housing allowance.

**University-Provided Housing** – This benefit is available to the President and the Chancellors. The University provides a residence to enable the employee to perform the administrative, ceremonial, and social functions of their position. The President and the Chancellors are required to occupy the University-provided house as their principal residence as a condition of their employment and for the convenience of the University. The property is owned and maintained by the University at no cost to the employee. The Schedule of Other Employment Arrangements indicates if a Selected

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Employee was eligible for University-provided housing at any time during the period January 1, 1996 through December 31, 2005. Of the eligible employees, Haile Debas elected not to occupy the University-provided residence, Marye Anne Fox occupied an alternative University-provided residence while the official residence at the San Diego campus was deemed uninhabitable and Larry Vanderhoef and Charles Young were provided housing allowances while the official residences at the Davis and Los Angeles campuses, respectively, were uninhabitable. Charles Young received continued allowances after the Chancellor's house at the Los Angeles campus was renovated and until his retirement.

**Senior Management Severance Pay Plan (SMSPP)** – As described above, SMSPP tax-deferred benefits are earned by participants based upon a formula using appointment level grade and base salary for each year plus accrued interest on the balance. The Schedule of Other Employment Arrangements indicates a Selected Employee is entitled to SMSPP if University records indicate the employee is entitled to this benefit or, if separated, the employee received a plan payment at any time during the period January 1, 1996 through December 31, 2005. University policies prohibit senior managers who hold a dual academic appointment and those serving in an acting capacity from participating in SMSPP unless the employee was a SMSPP participant prior to July 1, 1996 (grandfathered employees). The following Selected Employees who held dual academic appointments and were not grandfathered were granted SMSPP: Robert Berdahl, Robert Birgeneau, Albert Carnesale, France Cordova, Denise Denton, Michael Drake, Steven Chu, and Ralph Cygan.

**Separation Arrangements** – The University has made individualized separation arrangements with certain employees to provide compensation upon voluntary or involuntary separation (including retirement) from the University. The Schedule of Other Employment Arrangements indicates a Selected Employee had a separation arrangement if such an agreement was made at any time during the period January 1, 1996 through December 31, 2005. The following Selected Employees received separation arrangements: George Nanos (arrangement for continued employment by the University for up to two years and four months after his resignation as Director of Los Alamos National Laboratory and an agreement to reimburse up to \$200,000 on the loss of the sale of his home), Richard Liekweg (up to twelve months base salary if terminated within the initial 60 months of his employment contract), Patricia Small (agreement to cease working for the University on December 31, 2000 with continued pay at the Treasurer's rate plus all benefits through June 1, 2002), M.R.C. Greenwood (agreement to take a one year sabbatical leave and a three month administrative leave), Alex Saragoza (agreement to provide two months salary as severance) and Celeste Rose (agreement to cease working for the University as Vice Chancellor of University Relations effective June 30, 2005 and assume the role of Senior Advisor to the Chancellor with duties to be mutually-agreed upon by the Chancellor and Celeste Rose, for the period July 1, 2005 through June 30, 2007).

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**Post-Separation Employment** – The University has rehired certain Selected Employees in non-faculty positions after the completion of their tenure in a Selected Position. Employees who were rehired during the period January 1, 1996 through December 31, 2005 are noted in the Schedule of Other Employment Arrangements and include Karl Pister (Special Assistant to the President), John Browne (Laboratory Associate Director at Large and Lab Associate Staff), Siegfried Hecker (Senior Fellow, Senior Advisor to the President, Laboratory Fellow), George Nanos (Principal Deputy Associate Director), Charles Shank (Laboratory Associate Director at Large), C. Bruce Tarter (Special Assistant to the Director), Richard Atkinson (Former President), V. Wayne Kennedy (Senior Associate to the President and Special Advisor to Laboratory Management) and Celeste Rose (Senior Advisor to the Chancellor).

**Supplemental Retirement** – The University has made agreements with certain employees in connection with their employment in a Selected Position to provide a supplement to their earned retirement under the University of California Retirement Plan (UCRP). Employees entitled to supplemental retirement during the period January 1, 1996 through December 31, 2005 are noted in the Schedule of Other Employment Arrangements and include Robert Birgeneau and Steven Chu (supplement to earned retirement under the UCRP), Charles Young (Special Supplemental Retirement Plan), Karl Pister (Nonqualified Deferred Income Plan) and Frank Loge (additional annuity due to administrative error).

**Specialized Health Benefits** – The University has made agreements with certain employees in connection with their employment in a Selected Position to provide specialized health benefits including accelerated vesting arrangements for retirement health coverage (Robert Birgeneau and Denice Denton) and continuation of health benefits while the Selected Employee was employed by another entity (Celeste Rose). Employees who are eligible for or have received specialized health benefits during the period January 1, 1996 through December 31, 2005 are included in the Schedule of Other Employment Arrangements.

**Sabbatical Benefits** – Employees who are eligible for, were promised or have taken paid sabbatical leave during the period January 1, 1996 through December 31, 2005 are noted in the Schedule of Other Employment Arrangements. Employees with qualifying service credit in an academic appointment earned at the University are eligible for paid sabbatical leave based upon University policies. Selected Employees who have taken sabbatical leave include Robert Berdahl, Marsha Chandler, Martin Chemers, Charles Shank and M.R.C. Greenwood. The University has agreed to honor sabbatical benefits earned at a former employer for Robert Birgeneau, Steven Chu and Denice Denton.

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**Supplemental Vacation** – Selected Employees who earned supplemental vacation during the period January 1, 1996 through December 31, 2005 are noted in the Schedule of Other Employment Arrangements. Benefits include the restoration of vacation days (Marsha Chandler) and the accrual of vacation in excess of University policy of 18 days for employees with less than five years of service (Robert Berdahl, Robert Birgeneau, Albert Carnesale, Marsha Chandler, France Cordova, Denice Denton, Marye Anne Fox, Steven Chu, David Callender, Marie Berggren, David Russ, Wyatt Hume, John McTague and Joseph Mullinix).

### **III. Contingencies**

The University has identified additional amounts that should have been reported on certain Selected Employees' Form W-2s for tax reporting purposes. Additional compensatory items were identified for the following Selected Employees: Robert Kuckuck (spouse travel); Denice Denton (personal improvement to University-provided house); Robert Berdahl, J. Michael Bishop, Joseph Martin, Mark Laret, W.R. Gomes, William Baker, William Kerr and James Holst (personal use of a leased automobile); Carol Tomlinson-Keasey (executive life insurance); Robert Dynes (spouse continued to reside in the University-provided Chancellor's house after the employee moved into the University-provided President's house); Mark Laret and Richard Liekweg (temporary housing allowance), and Bruce Darling and Winston Doby (personal travel). The University is preparing corrected Form W-2s for these employees and estimated income related to these items is included in the Schedule of Employee Compensation.

The University recently determined that contributions made in December 2005 to the 457(b) and 403(b) Plans on behalf of Senior Management Group employees may be subject to employer and employee contributions for OASDI and Medicare. As a result, Medicare wages and withholding reported on the 2005 Forms W-2 may be understated. The University does not believe this will impact federal, taxable or state income reported on the Forms W-2 and as a result, should not impact the Schedules.

William Gurtner and David Callender asserted oral agreements with the University to provide each with one year severance in the event of termination. The University has no written record of the asserted agreements. Based upon information currently available to the University, the University does not believe it is obligated to perform on these assertions and as a result, these items are excluded from the Schedule of Other Employment Arrangements.

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**III. Contingencies (continued)**

Besides the above, management is currently not aware of any additional adjustments to the amounts reported as taxable compensation to the Selected Employees. The amounts presented in the Schedule of Employee Compensation include amounts that the University considered to be reportable for tax purposes to the respective employees in good faith, including subsequent adjustments to issued Form W-2 for certain employees during the period. Taxable compensation is subject to employer and/or employee audits and final determination by the Internal Revenue Service and state taxing authorities by audits of either the employer or the employee.